



Hiring & Attrition Trend Survey 2014-15

By Genius Consultants Ltd



About Genius

Date of Establishment

27th July
1993

Head Quarter

Kolkata

Products

Temp Staffing

Recruitments

Compliance
Management

Background
Checks

Payroll
Processing

HRMS & Payroll
Software

Turnover

450
Crores

Offices

16 in
India

Manpower

300 Direct
Employees

40,000
Outsourced
Associates

Contents

- Survey –Scope & Methodology
- Survey Highlights

Survey – Scope & Methodology

Scope of the Survey

The Hiring & Attrition Trend Survey is an Annual Survey conducted by Genius Consultants Ltd on Pan India basis to understand the hiring trend for the current financial year. This is the **Third** year that the survey is being conducted.

Elements Detailed in the Hiring & Attrition Trend Survey 2014-15

- Hiring Trend for companies
- Projected increase in Manpower Strength
- Experience band for hiring
- Range of increments in compensation
- Candidate Sourcing avenues
- Perks that will be offered to Senior / Top Management level
- Difficulties in recruiting
- Overall Attrition level for the FY : 2013-14
- Anticipated level of Attrition for the FY: 2014-15



Survey Methodology

Parameters

- Hiring Trend
- Compensation
- Attrition

Participation

- Mailer Sent to **3000** companies
- **824** companies participated
- Successful participation **575**

Technology

- **Web based.NET** technology Used
- Database **SQL Server 2008R2**
- Language **ASP.net C#**

Industries

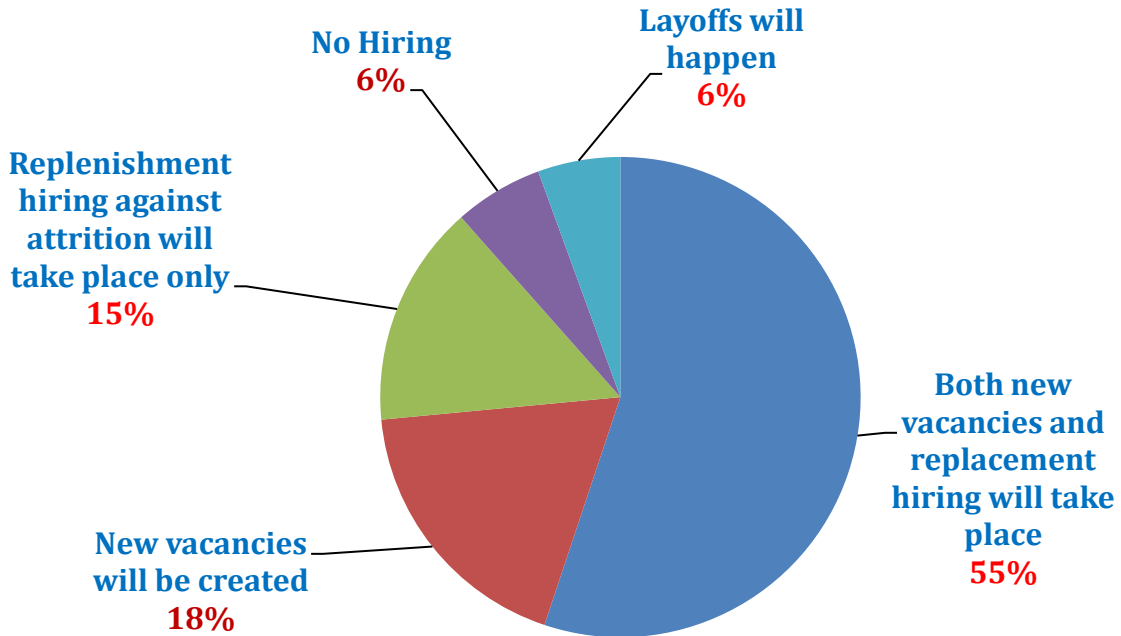
- Auto & Auto Ancilliary , Banking & Finance, Construction & Engineering, Education, FMCG, Hospitality,IT,ITES &BPO, Logistics & Supply Chain, Media, Oil & Gas, Pharma & Medical, Power & Energy, Real Estate, Retail and Telecom.

Cities

- Kolkata , Chennai , Mumbai, Bangalore, New Delhi, Hyderabad, Ahmedabad and Pune.

Survey Highlights

Hiring Trend for companies for the FY:2014-15



Industries where both new vacancies and replacement hiring will take place:

- Manufacturing,
- IT/ITES /BPO
- Banking & Finance
- FMCG
- Construction & Engineering

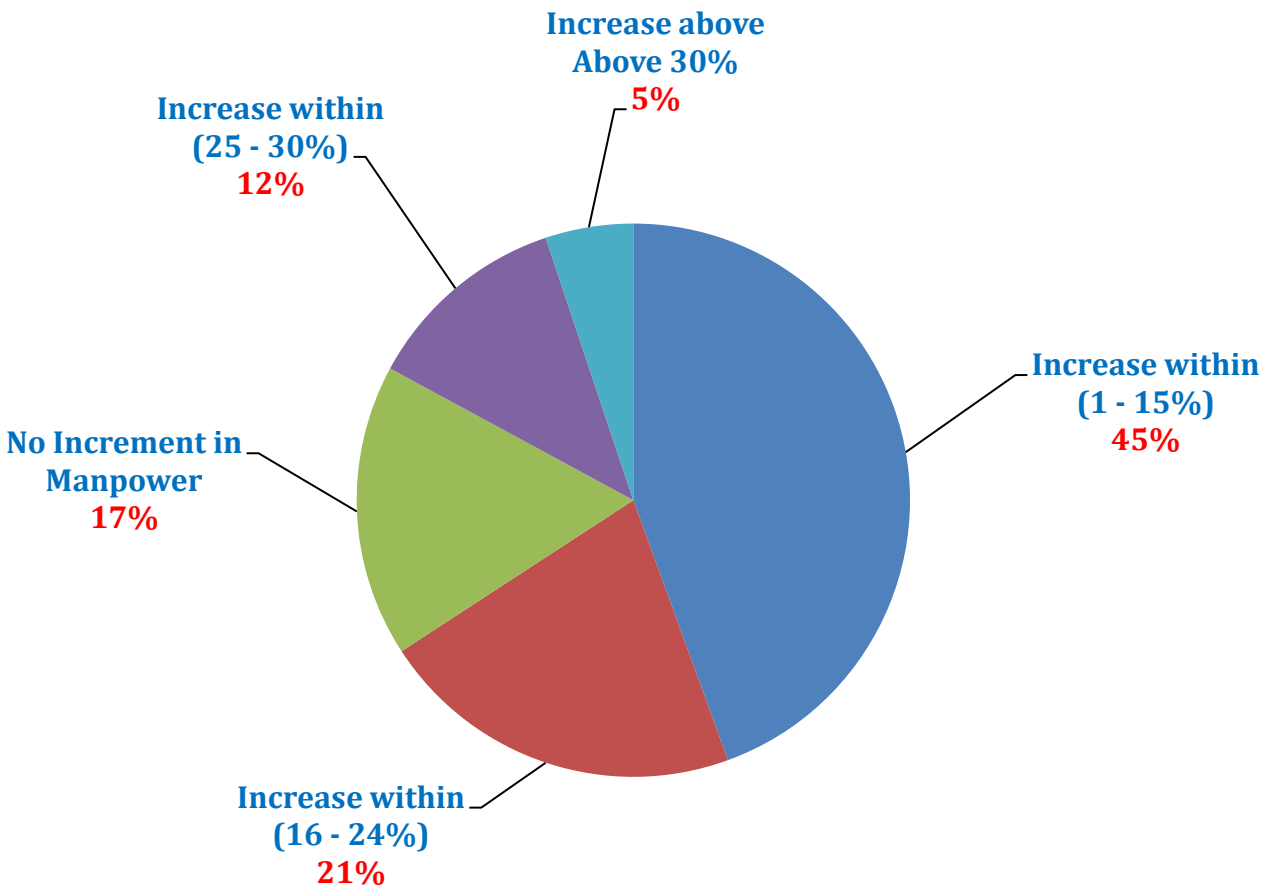
Locations where both new vacancies and replacement hiring will take place:

- Kolkata
- Bangalore
- Chennai
- Mumbai
- New Delhi
- Pune

55%

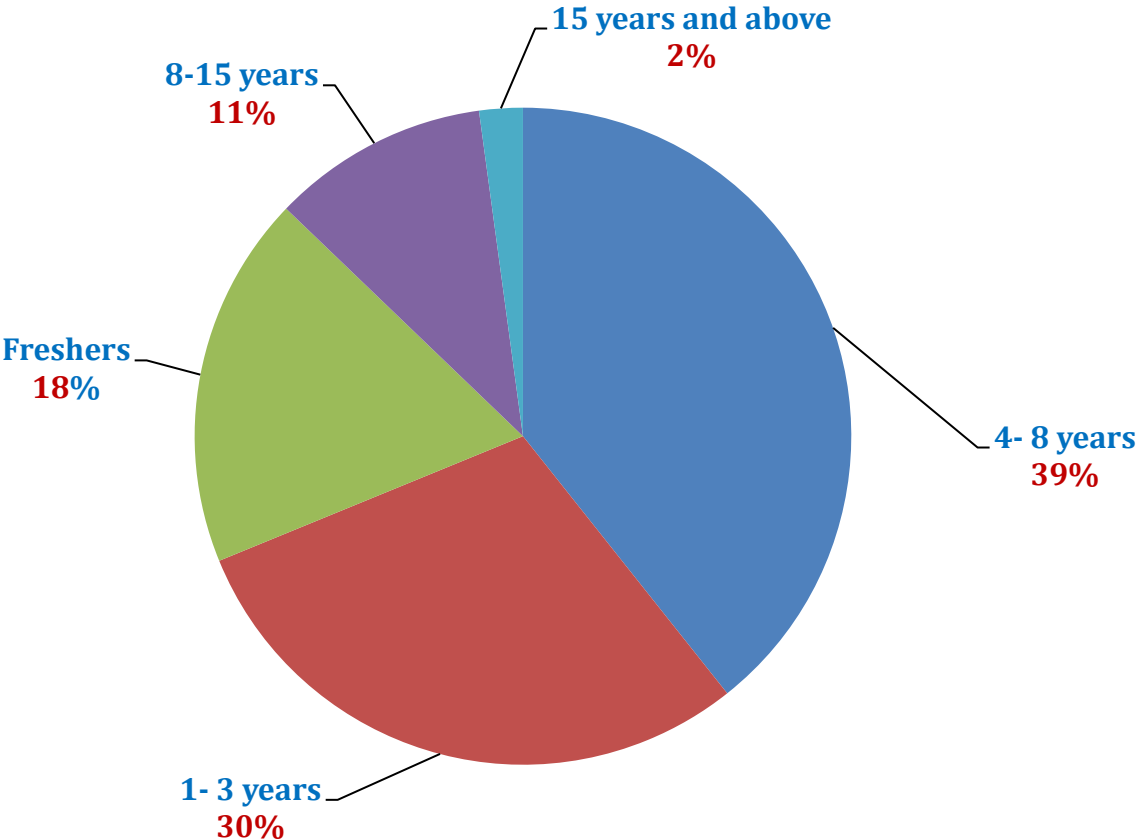
believes that both new vacancies and replacement hiring will take place

Projected increase in Manpower Strength for the FY:2014-15



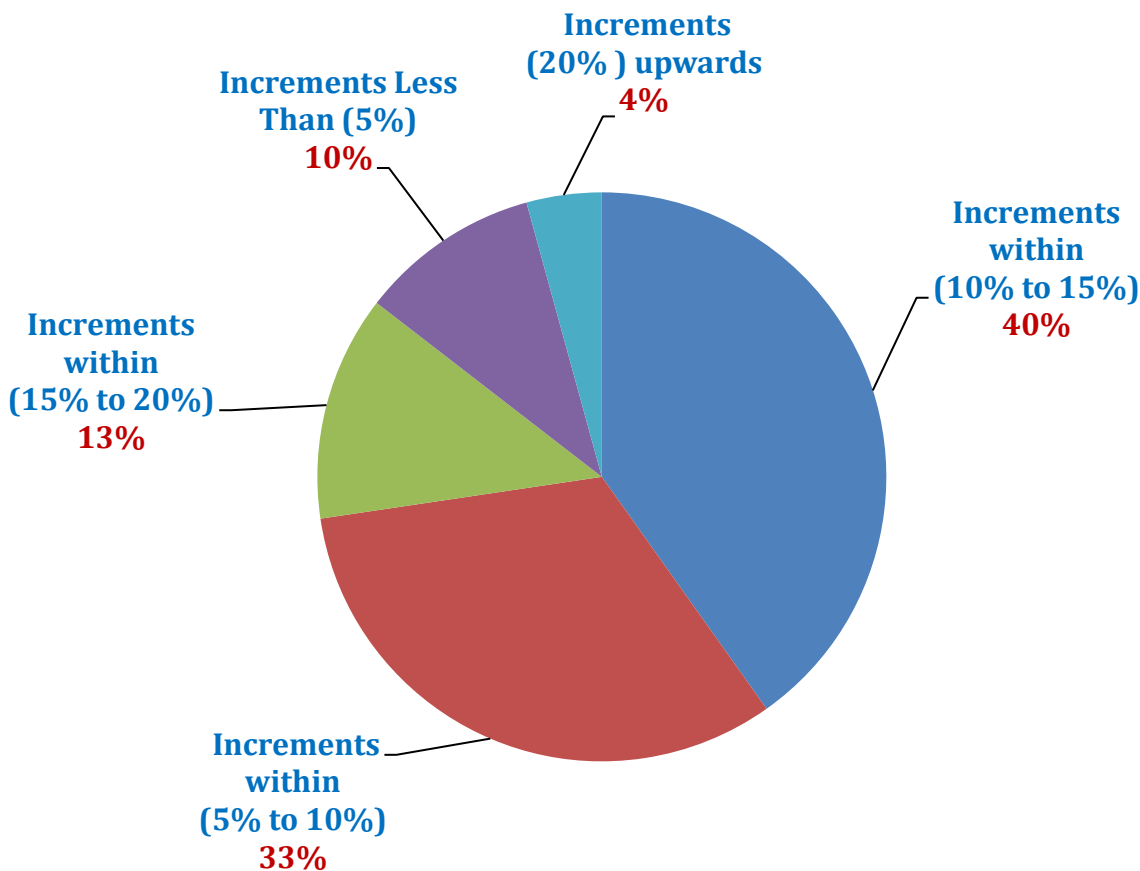
45%
say that increase in manpower strength will be in between 1-15%

Experience Band for Hiring for the FY:2014-15



39%
*say that highest level of hiring
will take place in the experience
band of
4-8 years.*

Range of Increments in Compensation for the FY:2014-15



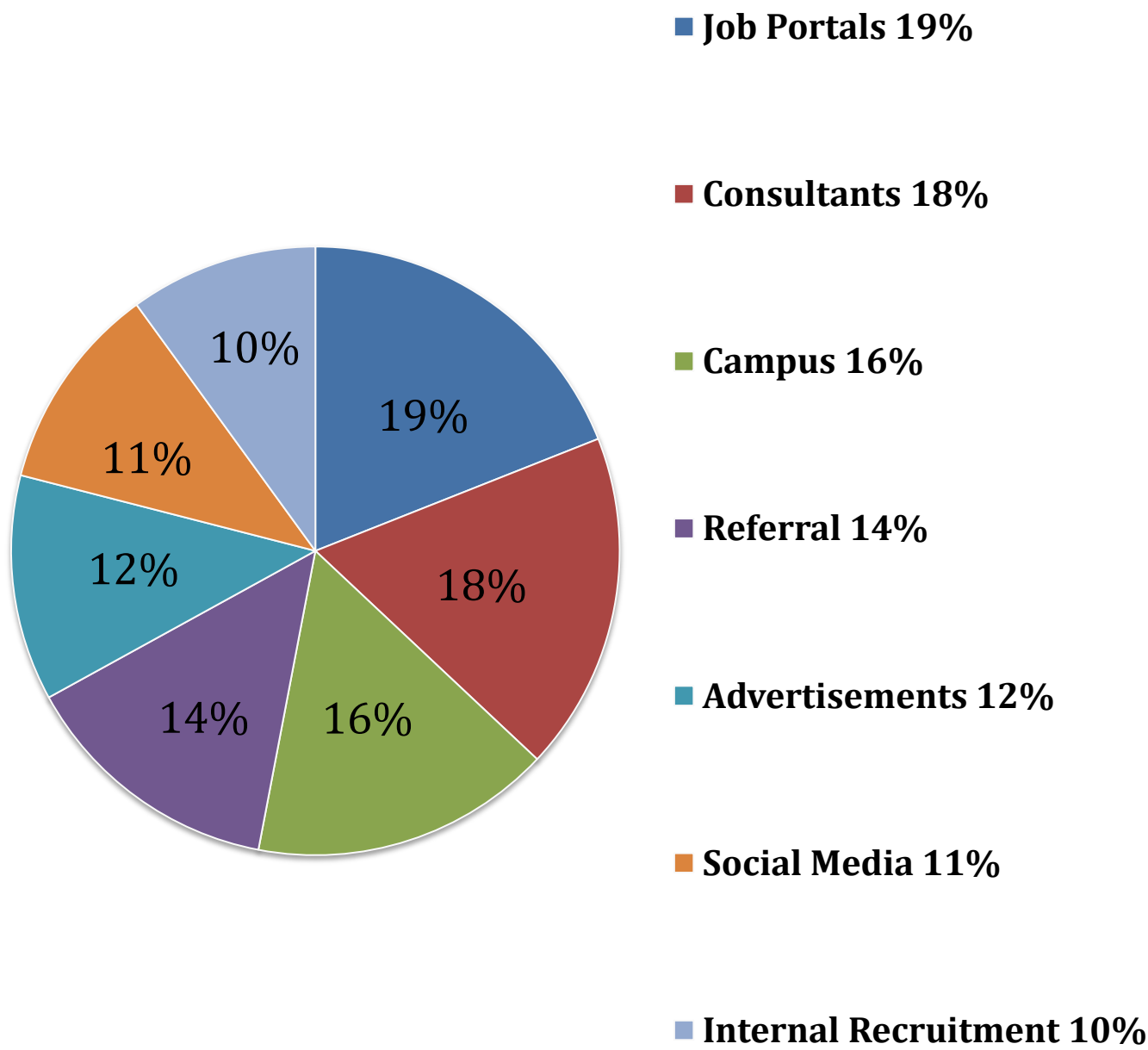
Industries where maximum increment in compensation will take place:

- IT/ITES /BPO
- Banking & Finance
- FMCG
- Manufacturing
- Construction & Engineering

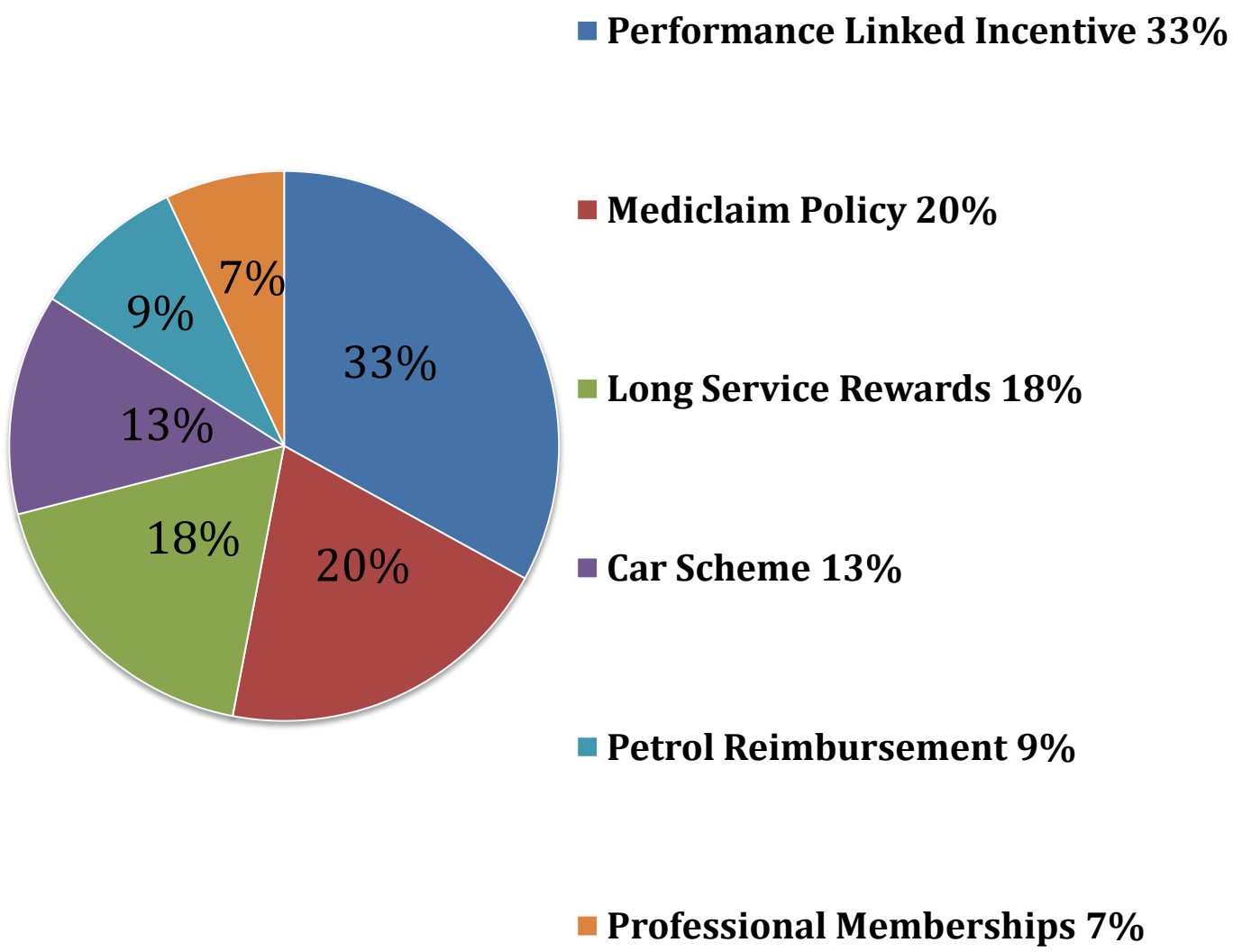
40%

say that increments in compensation will range from 10-15%.

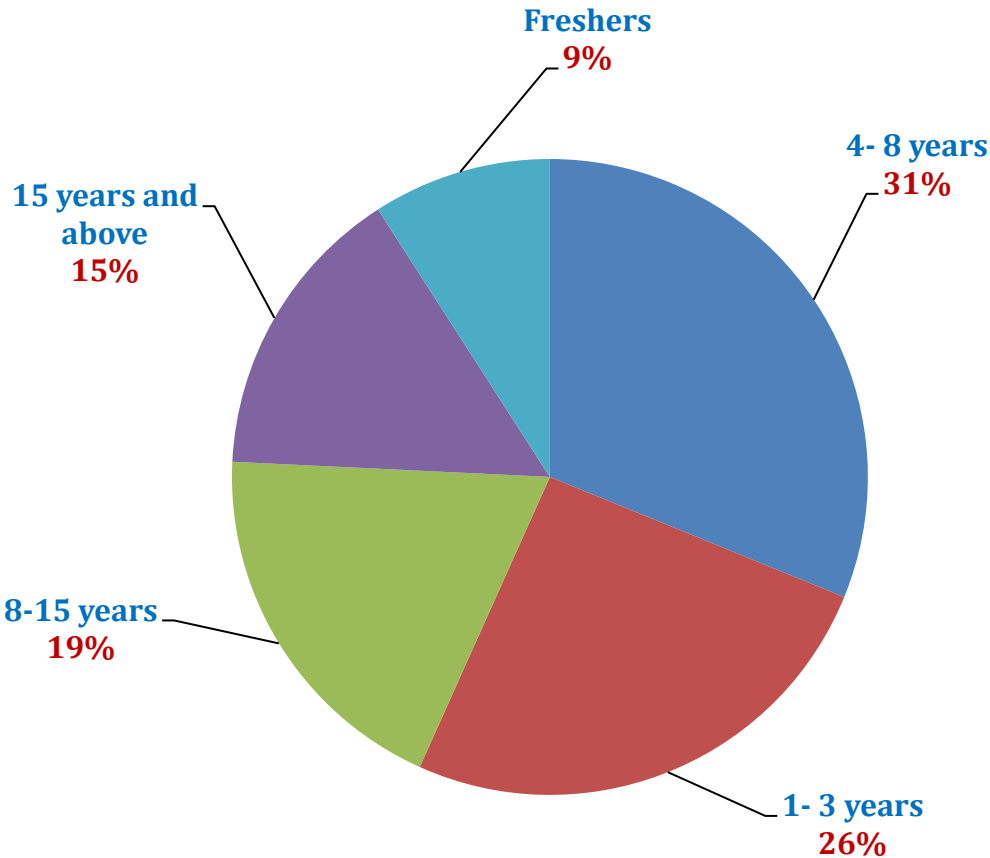
Candidates Sourcing Avenues for the FY:2014-15



Perks for Senior / Top Management Level for the FY 2014-15

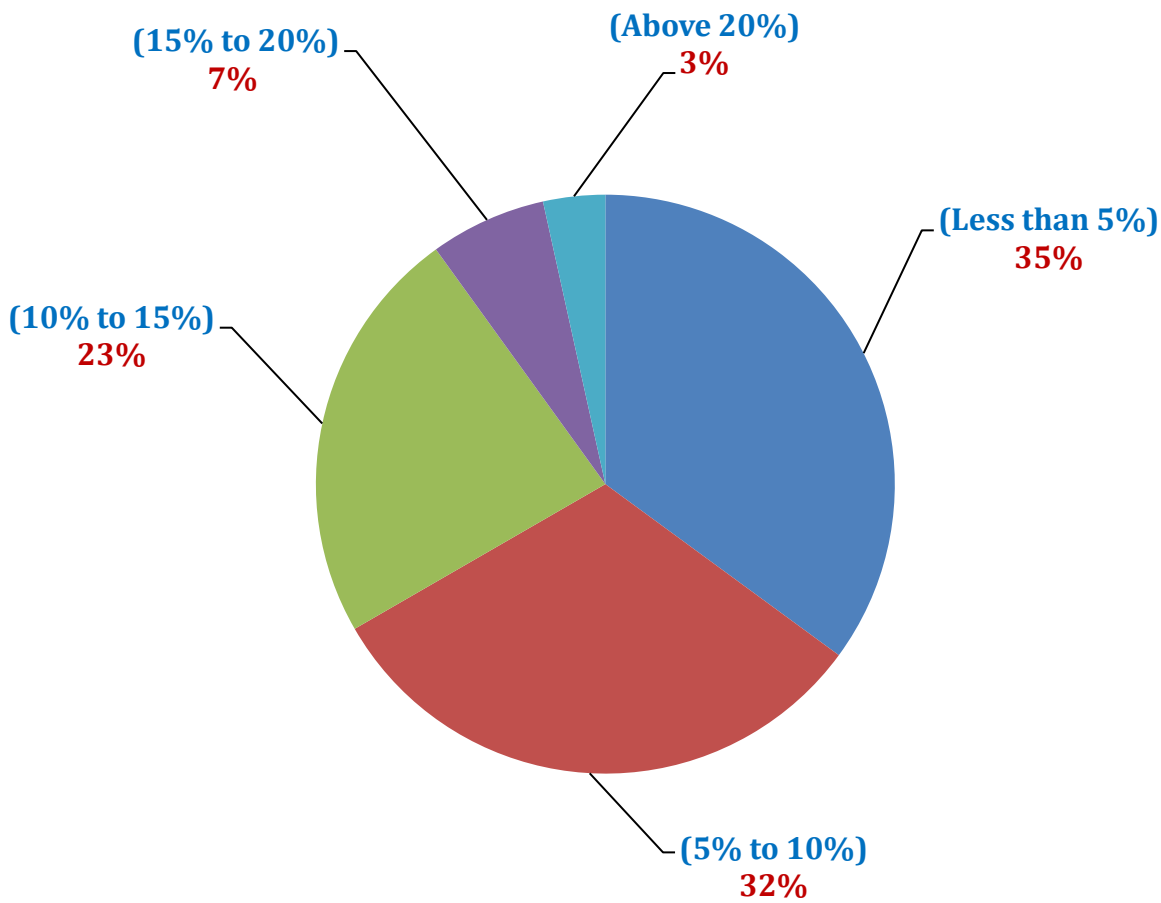


Difficulties in recruiting for the FY: 2014-15



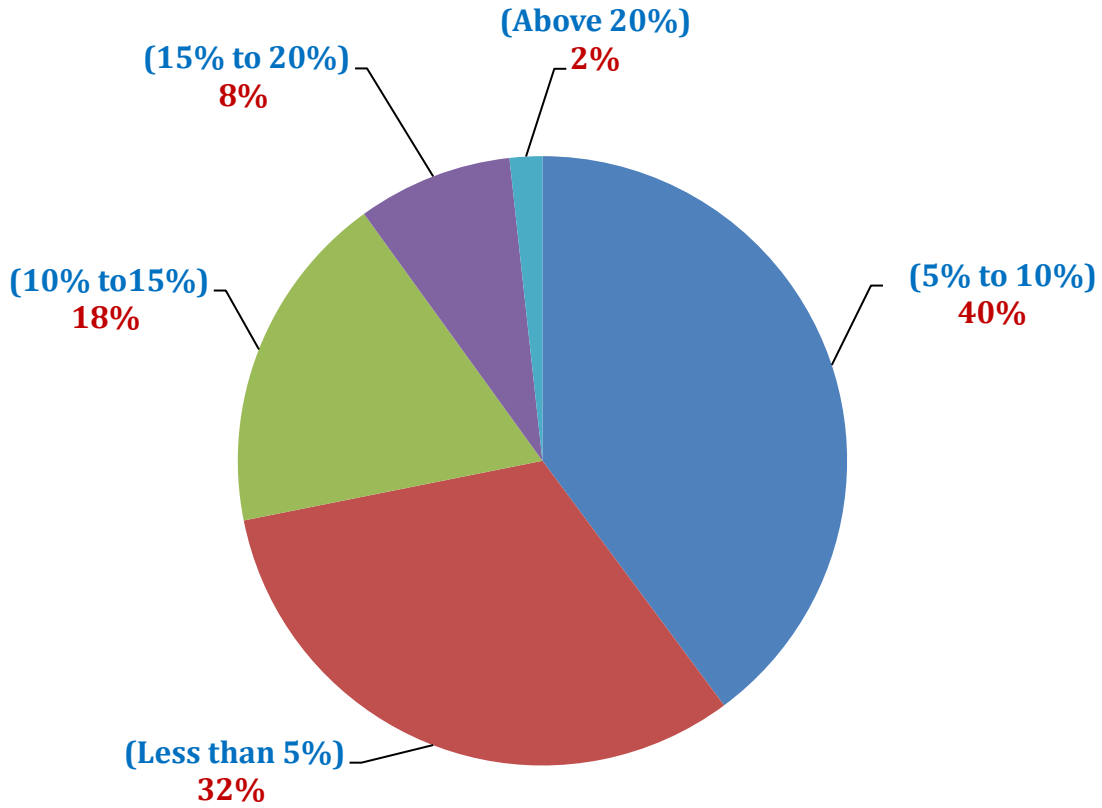
31%
says they will face difficulties in recruiting in the experience band of 4-8 years.

Overall Attrition level for the FY: 2013-14



35%
say that attrition rate was less than 5%

Anticipated Attrition for the FY: 2014-15



40%
say that attrition rate will range in between 5-10%.